



**BAY AREA LEGAL AID**

**WORKING TOGETHER FOR JUSTICE**

## **LOAN REPAYMENT PROGRAM**

Section 1. The Employer shall pay a full-time attorney or a law school graduate hired under Article 40 Section 4 of this Agreement who is within eleven (11) years of graduation from law school shall receive up to \$3,000 per year to reimburse him or her for law school loan payments made that year. Payments to part-time attorney employees will be prorated to reflect his or her regular work hours.

Section 2. The Employer shall structure its Loan Repayment Assistance Program (LRAP) to take maximum advantage of favorable tax provisions in the Internal Revenue Code and any other federal or State laws in force at the signing of this Agreement or at any time in the future.

Section 3. Upon timely presentation to the finance department of proof of payment for such loans, reimbursement payments shall be made on those pay days which fall closest to January 15 and July 15 of each year.